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***"Center of Excellence for  
Manpower and Organizational  
Analysis"***

# **MANPOWER AND ORGANIZATIONAL STUDY OF** **Name of Organization**

## **IN-BRIEFING TO**

**Title**  
**Name**

**Date**

**TAB D**

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**Presenter's Name**

**Title**

**U.S. ARMY MANPOWER ANALYSIS  
AGENCY**



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# ***AGENDA***

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- Purpose
- Prologue on USA Manpower Analysis Agency
- Study Goals
- Approach & Methodology
- Organization & Schedule
- Procedures
- Team Composition

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# ***PURPOSE***

*"Center of Excellence for  
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Provide executive-level information  
briefing on the manpower and  
organizational study of **Name of  
Organization.**

**STUDY REQUESTED (OR DIRECTED) BY ...**

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# ***USAMAA MISSION***

***"Center of Excellence for  
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Assist the Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA(M&RA)) in oversight of manpower policy, organizational design, and force structure management.

*Assist Senior Leadership in achieving force structure efficiencies without degrading force effectiveness.*

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# ***USAMAA FUNCTIONS***

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- Perform manpower, workload and organizational studies as directed and in support of Senior Army Leadership and Army priorities
- Develop and provide the ASA (M&RA) with the capability to oversee application of a standard requirements determination methodology for use Army-wide
  - HQDA approved
  - Workload-based
  - Standardized
- models
- templates
- study methodology
- Incorporate current business practices in analytical methodology and for Army-wide application (i.e., benchmarking, process mapping, etc.)
- Approve MACOM manpower and organizational studies
- Support Army force structure processes (e.g., Total Army

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# **USAMAA STRUCTURE**

***"Center of Excellence for  
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Office of the  
Director

Modeling  
Division

Studies  
Division

Strategic  
Assessment  
Division

- MACOM MODELING
- TEMPLATES/ORGANIZATIONAL DESIGN
- STANDARDIZATION & CENTRALIZATION

- FUNCTIONAL & ORGANIZATIONAL ANALYSIS
- DIRECTED MANAGEMENT STUDIES
- EVALUATE ACTUAL & PROPOSED ORGANIZATIONS AND MISSIONS
- DEVELOP FUNCTIONAL/ MACOM SME(S)
- TAA SUPPORT
- CONCEPT PLAN REVIEWS

- BENCHMARKING
- BUSINESS PRACTICES
- LEAN SIX SIGMA
- STRATEGIC METRICS

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# ***STUDY GOALS***

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- Recommendation for future ... organizational structure incorporating BRAC and other Army initiatives
- Recommendation for future ... staffing based on mission and workload analysis, and application of Army workforce mix policies
- ... designed to support ARFORGEN and other initiatives
- Develop staffing model for ...

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# ***APPROACH***

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- Organizational and functional analyses
- Workload validation and analysis
- Workforce utilization and mix
- Application of manpower policies
- Modeling
- Lean and Six Sigma
- Business process reengineering
- Focused workload analysis

**APPLIED QUANTITATIVE ANALYSIS & MANPOWER ANALYTICS**

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# ***METHODOLOGY***

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- Sites selected based on Stratified Random Sampling
- Perform 100% on-site manpower and organizational study ...
- Utilize baseline submission package for front-end and follow-on analysis
- Compare any similar/like functions across all ... and identify differences in staffing requirements
- Based on analysis and findings, make recommendations for implementation of proposed TDAs, models, templates, etc.

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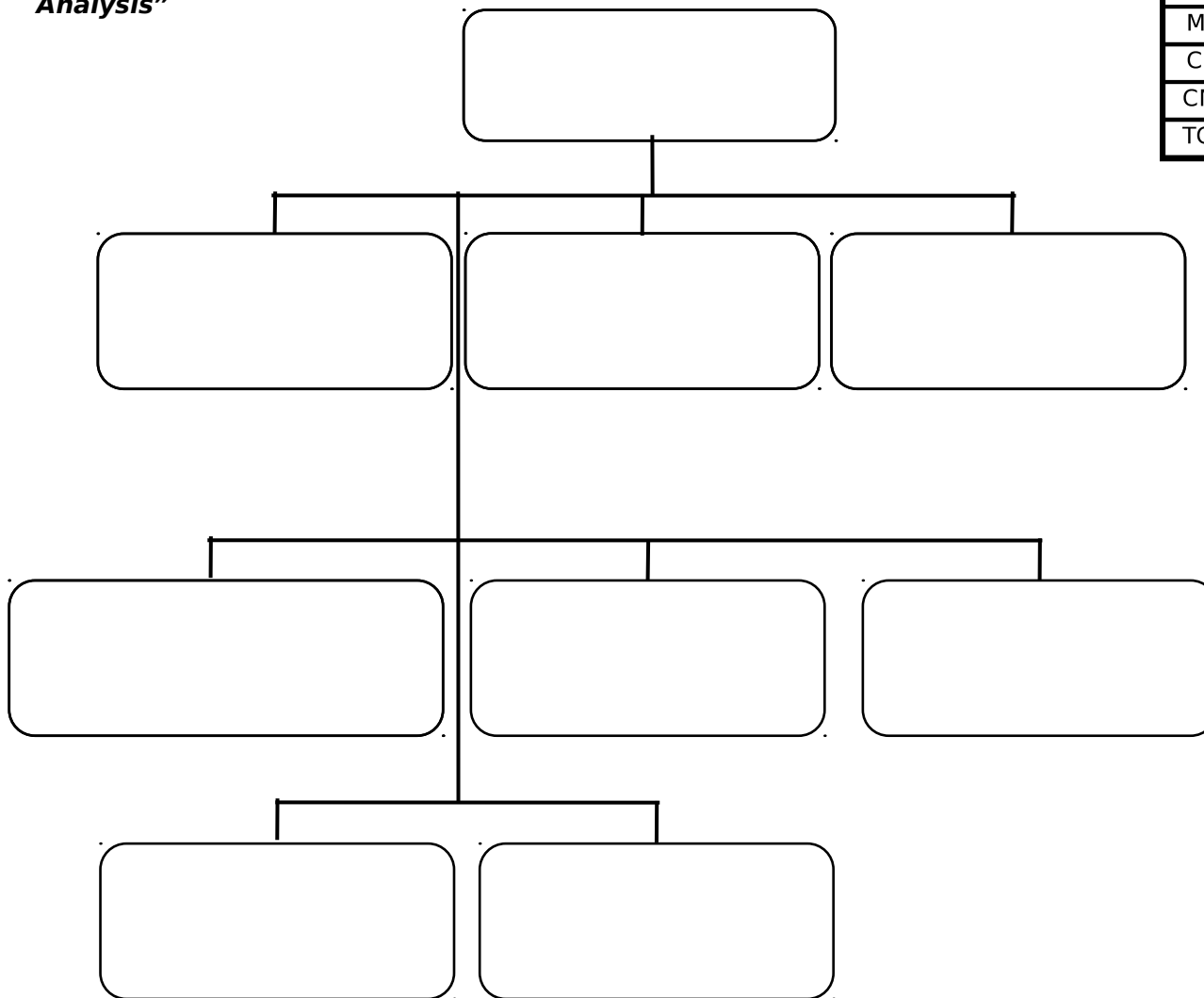
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# ... ORGANIZATION

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Baseline: FY07 TDA  
CCNUM: 0108

Total		
	REQ	AUTH
MIL	60	60
CIV	2153	2081
CME	63	63
TOT	2276	2204



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# ***SCHEDULE***

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<b>DATE</b>	<b>COMMAND/UNIT</b>	<b>LOCATION</b>	<b>REQUIREMENTS</b>
26 Mar-3 Apr	HQ's Southern Region	McPherson, GA	46
26 Mar-3 Apr	SRCC McPherson	McPherson, GA	72
5-6 Apr	Fort Benning DOC	Benning, GA	32
9-10 Apr	Fort Hood DOC	Hood TX	41
12-13 Apr	Fort Irwin DOC	Irwin, CA	31
12-13 Apr	Fort Bliss DOC	Bliss, TX	26
<b>16-20 Apr</b>	<b>HOME STATION</b>		
23-25 Apr	Fort Sam Houston DOC	Sam Houston, TX	40
23-25 Apr	HQ's The Americas	Sam Houston, TX	27
27 Apr-4 May	HQ's Northern Region	Monroe, VA	50
27 Apr-4 May	NRCC Eustis	Eustis, VA	69
7-8 May	Fort Carson DOC	Carson, CO	35
7-8 May	Fort Drum DOC	Drum, NY	34
10-11 May	Fort Riley DOC	Riley, KS	33
10-11 May	Aberdeen Proving Grounds DOC	Aberdeen, MD	42
<b>14-18 May</b>	<b>HOME STATION</b>		
21-25 May	HQ's Europe	Seckenheim, GE	49
29 May-1 Jun	RCO Wiesbaden	Wiesbaden, GE	82
29 May-1 Jun	RCO Grafenwoehr	Grafenwoehr, GE	25
<b>4-8 Jun</b>	<b>HOME STATION</b>		
11-15 Jun	HQ's ITEC4	Alexandria, VA	111
18-22 Jun	ITEC4-West	Huachuca, AZ	67
18-22 Jun	Contracting Center of Excellence (DCC-W)	Washington, DC	136
25-29 Jun	HQ'S ACA	Falls Church, VA	70
TBD	65th RSC	San Juan, PR	10
TBD	90th RSC	Arkansas	6
TBD	ARCC McCoy	McCoy, MI	22
TBD	ARCC Dix	Ft. Dix, NY	32

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# ***PROCEDURES***

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- **In-briefing provided to on-site leadership**
- **Interview work center supervisors and conduct employee group interviews**
- **Exit IPR's provided to work center supervisors along with tentative recommendations (resolve issues on-site to eliminate need for reclaims)**
- **Summary IPR provided to organizational leadership**

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# ***TEAM COMPOSITION***

***“Center of Excellence for  
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**STUDY DIRECTOR:**

**TEAM LEADER:**

**TEAM MEMBERS:**

- 
- 
- 

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# **QUESTIONS**

# **DISCUSSION**

# **GUIDANCE**

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